



10:00 am 12:00 pm: What's the Law?

## Changes to Federal & State Employment Law *Robert Noonan, Esq.*

**This past year has seen many changes to both Federal and State employment laws.** Whether it's the Fair Labor Standard Act (FLSA), OSHA Rules, Pregnancy Fairness Act, The Pump Act, or State Paid Sick Leave, **you must know it and be in compliance!** Join attorney Robert Noonan, our local human resource law guru, to learn about these new rules and statutory changes. Such as classifying independent contractors correctly. Many recreation departments use independent contractors to staff up their seasonal work, but the legal question is whether they really are independent contractors or employees who have been misclassified. This will be among the topics which will be explained in our program on legal developments affecting the recreation workplace. In addition, you will learn about important changes to Connecticut's Paid Sick Day law, the new federal compensation test, a major change in the minimum wage law, and the new obligations under the federal Pregnancy Fairness Act and the Pump Act. **Bring your questions and leave with answers!**

### About the Speaker:

**Robert D. Noonan** is an attorney and founder of Robert Noonan and Associates-a law firm that advises employers, insurance professionals and several trade associations on employer-employee issues. The firm:

- Represents employers before federal courts, state courts and administrative agencies
- Advises employers and insurance professionals on employee benefits issues
- Develops legal documents including plan documents, separation agreements, employee handbooks and policies, writes and reviews employee handbooks

Bob trains managers and employees in the law of the workplace, sexual harassment, leave issues, and performance appraisals.

Prior to joining the firm, Bob served as Vice President and Counsel for the Connecticut Business and Industry Association. In addition, Bob's professional experience includes 20 years in Human Resources Management with Pitney Bowes Inc, and the Napier Co, an international manufacturing concern. He holds a juris doctor from the University of Connecticut School of Law as well as a master's degree in industrial relations and a master's degree in sociology.

Bob is the author of *An Employer's Guide to the Family and Medical Leave Act* and *The HIPAA Privacy Rule: Understanding the Compliance Obligations of Group Health Plans and Health Care Providers*. He is a contributing author on disability law in *Cumulative Trauma Disorders*, a medical text, and writes on workplace issues for a variety of publications including the Connecticut Law Tribune. In addition, Bob has been featured in a number of publications including the Society for Human Resources Management's *Trends in Management* ("Robert Noonan: Expert's Viewpoint"), The New York Times, The Hartford Courant, The New Haven Register, The Stamford Advocate, The New London Day, The Waterbury Republican and others. Additionally, he has appeared on several television programs concerning workplace issues.

Bob is a member of the Employment Section of the Connecticut Bar Association, and a faculty member of Central Connecticut State University. He is admitted to practice before the Connecticut superior courts and the federal district courts.



## 1:00 3:00 pm: Master Planning & Community Engagement: The Bartlem Park Renovations

Join Weston & Sampson to **learn how to engage residents** in the master planning process, **create buy-in**, and **ensure approval!** When the Town of Cheshire, Connecticut purchased a parcel of land directly adjacent to the south end of Bartlem Park, the Town and its Parks and Recreation Department recognized the importance and benefits of developing a master plan to determine the best use of the 10 acres. Come learn about the master planning process that led to a successful referendum and construction of Phase I which is anticipated to be completed in Fall of 2024. The planning process included extensive **public engagement**, an **inventory** and **analysis of townwide assets**, a **needs assessment**, **evaluation of existing park elements**, and **suggested implementation strategies**.

The 55-acre park serves as the hub for community life in the heart of Cheshire. Park amenities include a community pool, splash pad, a 90-foot baseball diamond, soccer, lacrosse + multi-use fields, children's nature-based playground, restroom pavilion, picnic area, community gardens, a great lawn serving as a central gathering space, parking areas, trail systems, stormwater management facilities, and skate park.

This **hands on session** will provide participants with a **complete overview of the project** and will end with a **walking tour of the park and amenities**. **Dress for the weather including comfortable shoes!**

### About the Speakers:

**Ryan Chmielewski** is a seasoned landscape architect with 25 years of experience, currently leading a team at Weston & Sampson in Rocky Hill, Connecticut. He has managed numerous design and planning projects for parks, athletic and recreational facilities across the Northeast, including the Bartlem Park Project in Cheshire. Ryan's expertise spans various project types such as greenways, educational sites, civic developments, and more. His extensive experience includes ADA accessibility, sustainable design, and playground safety, coordinating projects ranging from \$10,000 to \$20 million.

As a Connecticut Registered Landscape Architect and Certified Playground Safety Inspector, Ryan's notable projects are located in Connecticut and Massachusetts. He has a strong construction background, enhancing his design work, and has received awards for his detailed and comprehensive approach. He is a Connecticut native and lifelong soccer enthusiast, Ryan's background as a NCAA Division I soccer player and coach informs his effective planning of park and athletic facilities.



**Cheri Ruane** is a registered landscape architect and Fellow of the American Society of Landscape Architects. She studied landscape architecture at UMass Amherst and Harvard University. She is a Vice President leading Weston & Sampson's Design Studio, a Boston-based design practice within a 950-person interdisciplinary environmental and infrastructure firm. Cheri has intentionally focused her career on landscapes within the public realm that improve quality of life and are part of our critical infrastructure. This includes parks, athletic facilities, urban downtowns, public commons, multi-use paths, and resilient waterfront open spaces.